Hours Not Worked
Louisville Fire Department

KPI Owner: Lt. Colonel Adkisson	Process: Time and & Attendance

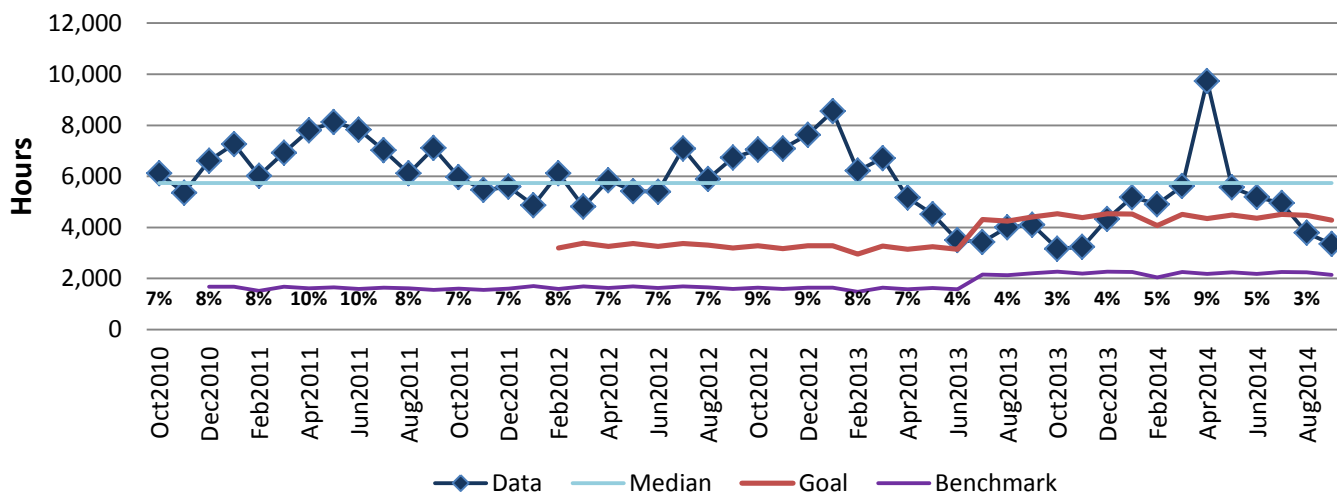| Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: CY 13, 56,992 Hours in a Year **Goal:** Reduce Hours Not Worked to no more than 4% of Hours Worked **Benchmark:** Local Government 2%	**Data Source:** Psoft Payable Time **Goal Source:** OPI **Benchmark Source:** Bureau of Labor Stats	**Plan-Do-Check-Act Step:** #4 Generate & Prioritize potential solutions **Measurement Method:** Total # of hrs. per month employees were not at work performing normal job functions (excludes vacations & holidays) **Why Measure:** Better understand culture impact on employee attendance **Next Improvement Step:** Target sick leave & hours lost due to work related illness. Determine how to count No Pay codes for performance.

How Are We Doing?

Oct2013-Sep2014 12 Month Goal	Oct2013-Sep2014 12 Month Actual		Sep2014 Goal	Sep2014 Actual	
53,047	**59,036**	🔴	**4,293**	**3,348**	🟢
Hours	Hours		Hours	Hours	

Hours Not Worked

Good ⬇

Legend: Data — Median — Goal — Benchmark

Oct2013-Sep2014 Pareto Analysis

Category	Hours	Individual %
Sick	33,763	57%
Injured in Line of Duty	12,252	21%
Non Pay Day Scheduled - Shift Change	7,609	13%
Other	3,056	5%
Funeral	2,357	4%

Legend: Number — Cumulative % — Individual %

Report Generated: 02/06/2015

Data Expires: 10/17/2014

Monthly Measurement

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